

# Meet 15 organisations at the forefront of transformation in SA

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Absa Group Limited; Coega Development Corporation; Dormac Marine & Engineering; FNB Commercial Banking; KPMG; McKinsey & Company; Netcare Limited; Super Group Limited; Total SA; Volkswagen Group South Africa; Woolworths; SAMSA; Transglobal; Metropolitan Holdings and the SA Post Office have been accelerating transformation for the past 15 years.

These legends of empowerment will be honoured at the 15th annual Oliver Empowerment Awards on 14 April 2015 at Emperors Palace in Johannesburg.

"This is a special year for the awards, our 15 year anniversary. It only seems right that we take this time to honour those organisations who have generated real impact in the transformation space. Being a legend is much more than compliance, it means you are beyond average and have made a major and significant contribution to transformation in South Africa," Ryland Fisher, Editorial Director, Topco Media. These organisations have gone through milestones and have tackled the challenges that make South Africa unique.

"Diversity is important to us because we exist within an environment that has a history and it is critical for us as a business to contribute toward the normalisation of society and our own workforce. What we have gotten right in our business is to integrate diversity in our human resource, recruitment, people development and cultural change strategies." Nceba Ndzwayaba, Transformation Manager at Netcare Group.

Since 1998, two Netcare hospitals have been at the forefront of pioneering the establishment of dedicated centres where any survivor of rape would receive holistic and comprehensive treatment and support, free of charge in a caring and sensitive environment. This initiative has rendered Netcare Group the only private hospital group in South Africa to offer medico-legal services and care for those seeking assistance in all of its emergency departments. Since inception of the first unit (the Albertina Sisulu Rape Crisis Centre at Netcare Sunninghill Hospital in 1998), have assisted over 10 400 survivors in our 43 emergency departments. With the initiative and the close working relationship between Netcare and the South African Police Services, 77.4% of victims have been encouraged to press charges, supporting efforts to address this crime in SA.

"We have started an earlier transformation journey a few years ago and really giving back to the community - developing enterprises and institutions around us, so it is fantastic to be recognised for the work we have been doing," Prakash Parbhoo, Partner at McKinsey & Company.

The McKinsey Leadership Programme was established in 2011 with the vision of creating leaders for South Africa and McKinsey. Talented candidates from all academic and professional disciplines are invited to apply for the two-year, full-time programme, which trains participants in McKinsey's tools, methodologies and working style, and offers an unrivalled springboard to a high-impact career.

To date, 40 exceptional black South Africans have been recruited into the programme. They receive exposure to the country's and the continent's thought leaders and top executives. 90% of these candidates have received the opportunity to complete an international mini-MBA, and 82% of the graduates have received full-time offers to join McKinsey's traditional consulting stream. Those who have left McKinsey have gone on to successful careers

"It is such a great thing to be recognised for an effort we have put in this. Our company is committed to the development of the youth," Jerry Gule, GM: Competency Center, Total SA.

“This is a very positive endorsement in the work that we do both in social and economic development,” Christopher Mashigo, Executive Manager: Business Development, Coega Development Corporation. Every year Coega Development Corporation spends 3% of its net profit after tax to support initiatives aimed at advancing and promoting the SMMEs.

The honorary Legends of Empowerment Award celebrates success and honours those who have made a major and significant contribution to transformation in South Africa. This award aims to inspire and encourage other organisations, it is given at the discretion of the Oliver Empowerment Awards Editorial Board and not necessarily awarded every year.

The award recipients must meet at least one of the following criteria:

- The organisation would have won an Oliver Empowerment Award in the past 15 years
- The organisation may have been a winner more than twice
- The organisation has made an exceptional and sustained contribution to transformation
- The organisation must have an established reputation in driving transformation
- The organisation has a valid SANAS B-BBEE certificate
- The organisation has implemented strategic B-BBEE policies
- The organisation has had a sustainable increase in financial performance

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